

**Recruitment & Retention Incentives**  
Approved by the Nevada State Board of Education  
*July 23, 2015*

***Introduction:***

The following incentives are presented for district and school use to meet the requirements of Senate Bill 405, Zoom Schools and Senate Bill 432, Victory Schools. Districts/schools may identify one or a combination of two or more incentives as appropriate to meet identified district/school staffing needs. The incentive(s) chosen must be identified in the respective Zoom and Victory School Plans by the number and letter of the incentive(s) (e.g., 1a) below. Districts/schools must also establish and include in their plan measures to evaluate the effectiveness of the incentives implemented. These incentives are in effect for one year (i.e., 2015/16 school year) and will be reevaluated and possibly revised by the Nevada State Board of Education prior to the next fiscal/school year.

**1. Financial Incentives**

- a. Provide opportunities for additional compensation to teachers and leaders with demonstrated effectiveness through additional work *beyond* contracted hours.  
*Examples:* additional workdays for extended school year; participation in work beyond contracted hours in professional learning communities; work with students before and/or after school or during the summer break.
- b. Provide opportunities for additional compensation to teachers and leaders with demonstrated effectiveness through additional responsibilities *during* contracted hours.  
*Examples:* master teachers; mentoring; coaching
- c. Provide additional compensation to teachers and leaders with demonstrated effectiveness (*NRS 391.168*).  
*Examples:* established program of performance pay based on improvement in student achievement and appropriate measures of teacher and administrator performance; additional compensation for teachers and leaders with demonstrated effectiveness who remain in Zoom/Victory schools for a specified period of time
- d. Provide additional compensation to teachers and leaders who commit to employment in Zoom/Victory schools.  
*Examples:* signing bonuses and/or relocation stipends for initial hires; housing and/or transportation costs; stipends for hard-to-fill positions

**2. Opportunities for Professional Growth**

- a. Provide opportunities for professional growth through research-based professional development.  
*Examples:* on-site professional development; professional learning communities; pre-approved conference attendance aligned to school/district priorities; opportunities to shadow effective teachers; access to mentoring/coaching
- b. Provide tuition reimbursement for accredited coursework related to professional assignment and/or district approved course of study.  
*Examples:* support effective teachers and leaders in completing higher education coursework to enhance knowledge, skills, and/or license endorsement in area of assignment; support effective teachers and leaders in completing an advanced degree program approved by the district

**3. Administrative Support and Leadership**

- a. Provide opportunities for teachers and leaders to collaborate.  
*Examples:* Participate in professional learning communities in which staff review student data; provide structured time for teachers and leaders to enhance skills through collaboration

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- b. Provide opportunities for teachers and leaders to receive professional support through coaching/mentoring.  
*Examples:* scheduling peer observations; mentor shadowing; virtual cohort collaboration; Peer Assistance and Review
- c. Provide opportunities to leverage the district for securing the placement of highly effective staff in Zoom/Victory schools.  
*Examples:* preferential support to Zoom and Victory schools in hiring highly effective staff; outsource candidate recruitment to organizations with a proven record of highly effective staff placement

**4. School Culture and Working Conditions**

- a. Provide opportunities that allow teachers and leaders to create a successful and engaging school culture.  
*Examples:* district ensures effective school leadership; support new teachers; support meaningful interactions between staff, students, families and communities; district prioritization of maintenance and enhancements to Zoom/Victory schools
- b. Provide opportunities for teachers and leaders to become more involved with the student body.  
*Examples:* advising or creating clubs; coaching athletics; participating or chaperoning extra curricular activities; mentoring high-needs students
- c. Provide opportunities for teachers and leaders to contribute in decision-making processes.  
*Examples:* teachers as team leaders; department chairs; career lattice opportunities; district committee assignments
- d. Provide opportunities for teachers and leaders to have access to and support from specialized staff.  
*Examples:* district provides adequate staffing for services targeted to high-needs populations; meetings with peer assistance team to discuss individual student needs